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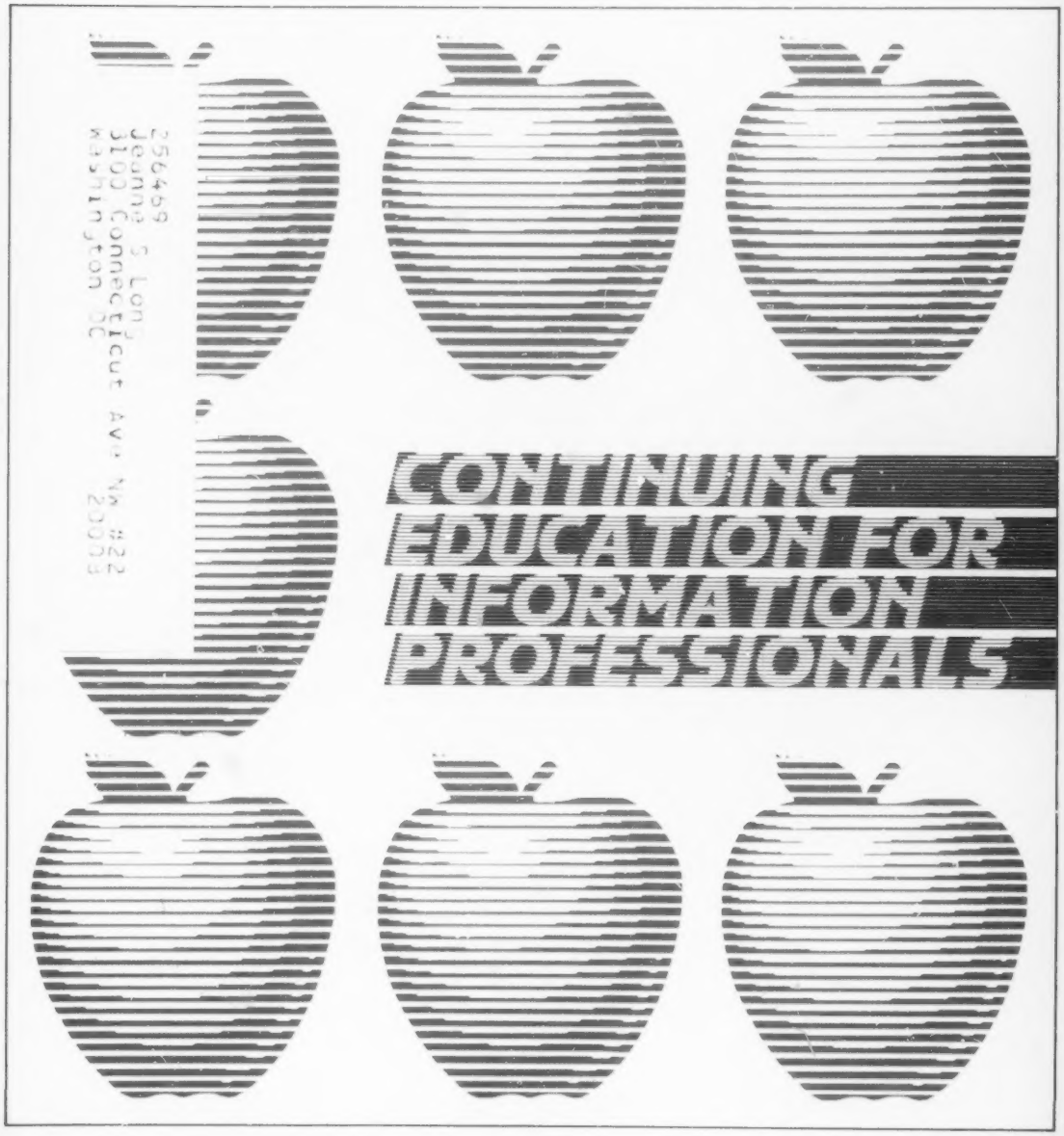

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1987 Salary Survey Update

In an effort to assist special librarians in salary negotiations, Special Libraries Association conducts an in-depth salary survey every three years. During intervening years the Association, using a random sampling technique, polls 25% of the membership to provide current salary information. The results present an overview of special librarians' salaries, as well as a measure of annual salary increases since the last survey.

The 1987 data update the overall national and regional salary data reported in the 1985 in-depth *Triennial Salary Survey* report. While not as comprehensive as the 1985 survey report, the 1987 update indicates general national salary trends. Used in conjunction with the 1985 report, the 1987 information provides special librarians with guidelines for salary discussions.

During April–May, 1987, a 25% sample of Members and Associate Members received the survey questionnaire.

Questionnaires Mailed	2,998
Questionnaires Returned	1,076
Invalid for Computation	4
Usable Responses	1,072 (36%)

Table 1 reports the changes in mean and median salaries from April 1, 1986, to April 1, 1987, within nine U.S. census regions and Canada. The figures illustrate changes in dollar amounts and percentage increase or decrease.

For the overall United States, the 1987 survey data indicate a decrease of 1.6% in mean salaries from $30,180 in 1986 to $29,676 in 1987. During this same period, median salaries dropped 5.6% from $28,800 in 1986 to $27,250 in 1987.

In Canada, median salaries increased 2.5% from $33,180 in 1986 to $34,000 in 1987. Mean salaries decreased slightly from $34,756 in 1986 to $34,453 in 1987, representing a 0.8% change.

Table 1. 1987 Mean & Median Salaries by Census Region in Rank Order of % Change in Median from 1986 to 1987

Census Region	Median 1986	Median % of increase (or decrease)	Median 1987	Mean 1986	Mean %	Mean 1987
New England	29,937	(16.9)	25,605	30,649	(8.6)	28,210
West North Central	30,000	(14.8)	26,125	30,812	(13.4)	27,153
Pacific	31,000	(5.6)	29,340	32,519	(4.6)	31,060
Middle Atlantic	31,500	(5.0)	30,000	33,418	(6.3)	31,415
West South Central	28,371	(5.0)	27,000	29,240	(3.2)	28,327
East South Central	28,500	(3.6)	27,500	27,660	4.3	28,883
South Atlantic	28,000	2.8	28,800	31,907	(3.2)	30,904
Canada*	33,180	2.5	34,000	34,756	(0.8)	34,453
East North Central	27,500	(1.8)	27,000	30,033	(4.2)	28,818
Mountain	24,096	1.3	24,400	25,383	3.4	26,263
Overall United States	28,800	(5.6)	27,250	30,180	(1.6)	29,676

* Salaries reported in Canadian dollars. The exchange rate on April 1, 1986, was approximately Canadian $1.39 = United States $1.00. On April 1, 1987, the rate was Canadian $1.30 = United States $1.00.

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A comparison with past surveys indicates a gradual increase of 4.3% in the mean salary within the United States over the last three years. The mean rose from $28,421 in 1984 to $29,676 in 1987. The median salary increased approximately 1% during this same period, rising from $27,000 in 1984 to $27,250 in 1987.

Canadian survey comparisons indicate an increase of 5.8% in mean salary during the last three years, rising from $32,478 in 1984 to $34,453 in 1987. An 8.4% increase in the median salary occurred, rising from $31,146 in 1984 to $34,000 in 1987.

All U.S. regions sampled, except for the South Atlantic and Mountain regions, experienced a median salary decrease between April 1, 1986, and April 1, 1987. The decrease ranged from 16.9% to 1.8%. The South Atlantic region, which experienced no increase from 1985 to 1986, experienced a 2.8% increase in 1987. The Mountain region, which decreased 6.5% from 1985 to 1986, increased in 1987 by 1.3%.

All areas, except the Mountain and East South Central regions, experienced a decrease in mean salary ranging from 13.4% to 3.2% below 1986 figures. The Mountain region experienced a 3.4% increase in mean salary, while mean salaries in the East South Central region were 4.3% above those reported in 1986.

Table 2 lists the salary distribution in rank order of 1987 median salaries for Canada and nine United States census regions. In comparing rankings with the 1986 salary survey data, the three regions showing the greatest change are the South Atlantic region, which moved up from eight to four; the New England region, which moved down from five to nine; and the West North Central region, which moved down from four to eight. The Middle Atlantic, West South Central, Pacific, and Mountain regions, and Canada, showed no change in rank order. The East South Central region moved up one position while the East North Central moved up three positions.

Table 3 lists salary distribution by four job titles: Manager, Assistant/Section Head, Librarian/Information Specialist, and Support Staff. The data are combined from the nine census regions and Canada.

Manager's salaries ranged from $21,902 to $60,136 with a mean of $36,495. Assistant Section Heads earned from $18,829 to $45,400; the mean was $29,700. Individuals holding the title Librarian/Information Specialist reported salaries ranging from $17,651 to $41,341, with a mean of $27,183. Support staff salaries ranged from $13,194 to $44,611; the mean was $23,300.

A comparison of 1985 salary survey data indicates that median salaries at the managerial level dropped from $34,803 in 1985 to $34,500 in 1987. This represents a 0.87% decrease from April 1, 1985, to April 1, 1987. The mean salary in 1985 was $36,491, at the managerial level. Mean salary for managers on April 1, 1987, was $36,495, showing little change over the two-year period.

The median salary for Assistant/Section Heads decreased from $30,228 in 1985 to $28,500 in 1987—a 6.0% decrease. The corresponding mean salary dropped 4.2% from $30,960 in 1985 to $29,700 in 1987.

Library/Information Specialists' median salary dropped 4.2% from $27,108 in 1985 to

Table 2. Salary Distribution by Census Region in Rank Order of 1987 Median

Census Region	Average Lowest 10%	25th Percentile	Percentile Median	75th Percentile	Average Highest 10%	Mean	No Respondents
Canada*	21,586	28,000	34,000	39,897	51,664	34,453	115
Middle Atlantic	19,271	25,000	30,000	35,000	54,610	31,415	175
Pacific	20,667	25,920	29,340	35,000	48,785	31,060	135
South Atlantic	17,676	23,500	28,800	34,700	54,729	30,904	145
East South Central	18,586	23,325	27,500	30,120	50,941	28,883	26
East North Central	17,994	22,596	27,000	33,460	46,717	28,818	169
West South Central	16,139	22,872	27,000	31,000	49,137	28,327	75
West North Central	16,417	22,000	26,125	31,000	41,923	27,153	59
New England	17,262	22,300	25,605	32,000	50,829	28,210	70
Mountain	16,032	21,000	24,400	31,485	39,964	26,263	44
Overall United States	19,119	23,617	27,250	33,517	49,858	29,676	898

* See Footnote to Table 1.

Table 3. 1987 Salary Distribution by Job Title, United States & Canada Combined

Job Title	Average Lowest 10%	25th Percentile	Percentile Median	75th Percentile	Average Highest 10%	Mean	No Respon-dents
Manager	21,902	29,568	34,500	40,825	60,136	36,495	311
Assistant/Section Head	18,829	24,460	28,500	34,000	45,400	29,700	110
Librarian/Information Specialist	17,651	22,796	26,000	30,800	41,341	27,183	587
Support Staff	13,194	18,000	21,100	23,000	44,611	23,300	25

$26,000 in 1987. The mean dropped slightly from $27,544 in 1985 to $27,183 in 1987 representing 1.3% decrease.

The median salary for Support Staff in 1987 was $21,100, a 7.6% increase from the 1985 report of $19,500. Mean salary for support staff increased substantially from $19,325 in 1985 to $23,300 in 1987. This represents a 17% change from April 1, 1985, to April 1, 1987.

The 1987 Salary Survey attempted to determine the number of respondents unemployed during the period of April 1, 1986, to April 1, 1987. Of the 1,072 valid responses, 63 participants (5.9%) indicated unemployment during a portion of this period. Average length of unemployment was five months.